



## **2019 Implementation Grant Pre-Proposal Conference**

Tuesday, February 12<sup>th</sup> 2019

Rhode Island Department of Labor and Training

Alyssa Alvarado, Real Jobs RI Program Director

## AGENDA



- **What is Real Jobs RI?**
- **Process Timeline**
- **Review of Implementation Grant Solicitation**
- **Q&A**

## AGENDA



- **What is Real Jobs RI?**

# WHAT IS REAL JOBS RI



## Program

Real Jobs RI is the 'brand name' of Rhode Island's comprehensive workforce development initiative that seeks to coordinate nearly all state and federally funded workforce development programs and align them with the demands of Rhode Island's largest and/or growing industry sectors as identified by our sector and strategic partnerships.

## Plan

1

Identify and/or create sector and strategic partnerships.

2

Grow partnership size, scope, and capacity. Attach to the workforce and education system.

3

Sustain and enhance partnerships to reach scale in their respective industries.

## Goals



Employers are provided the workforce they need to thrive and compete.



Job Seekers are connected to, and prepared for, quality employment opportunities



Rhode Island's economy is powered by a workforce development system that is a true asset to employers.

## HOW IS IT DIFFERENT?



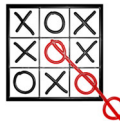
**Industry drives the process:** Without industry at the table in a robust and meaningful way, Real Jobs RI funds will not be awarded



**Collaboration and partnerships are key:** Programs are not dependent on the strengths (or weaknesses) of one entity. Multiple partners comprise an organization, each doing what they do best.



**It is focused on achieving scale:** The 'end game' of this effort is to solve as much of an industry's workforce challenge as possible.



**It encourages innovation:** Real Jobs RI does not dictate what solutions for industry workforce challenges must look like. Training, human resource, and other solutions are 'on the table'.



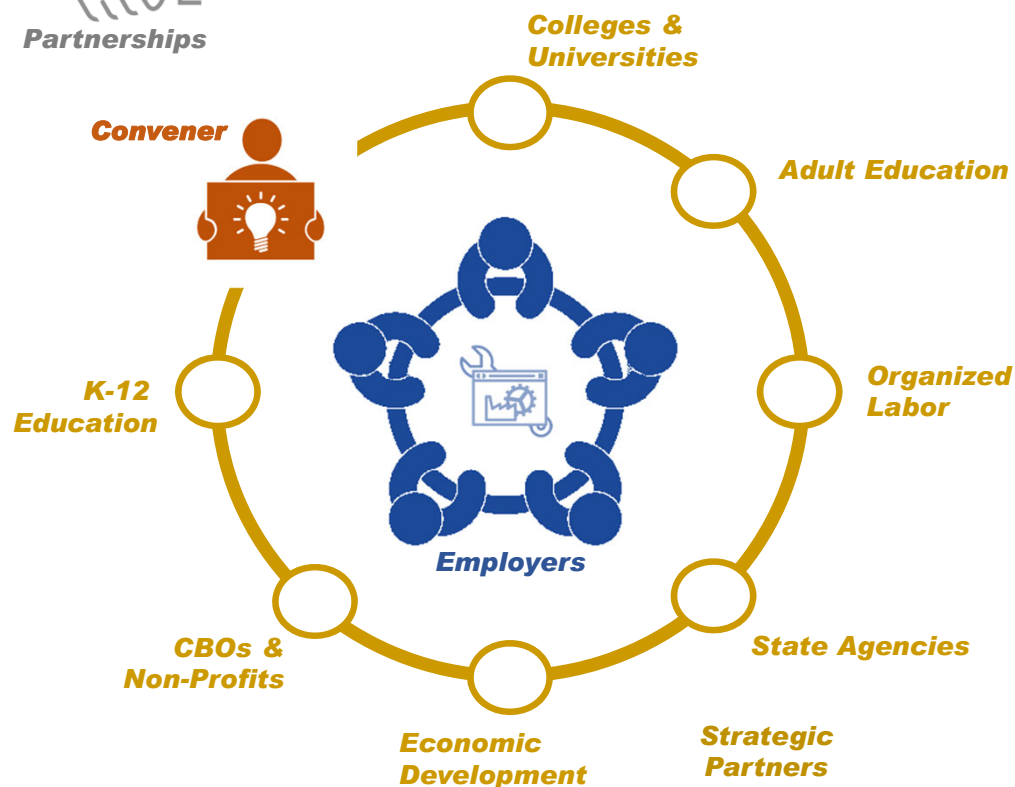
**It's flexible:** Real Jobs RI utilizes the 'cooperative agreement' model used by federal agencies such as NIST/MEP. This allows the program to be far more responsive to the needs of job seekers and employers and take advantage of opportunities when they arise.

# STRUCTURE AND ELEMENTS OF A PARTNERSHIP

*Public - Private*



*Partnerships*



- Employers (Required)
- Nonprofits
- Community-based organizations
- Two-year institutions of higher education
- Four-year institutions of higher education
- Local workforce boards
- Local governments
- Economic development entities
- Labor unions
- K-12 programs
- Industry associations
- Philanthropic organizations
- Other training providers

## STRUCTURE AND ELEMENTS OF A PARTNERSHIP



- An entity with credibility with employers (such as a trade association)
- Critical to the program's success
- Serves as unbiased 'project manager' for the partnership
- Should have workforce development knowledge and expertise
- Acts as intermediary (and 'gate keeper') between elements of the workforce/education network and sector/regional employers

## STRUCTURE AND ELEMENTS OF A PARTNERSHIP



***Employer  
Champions***

- Defined by common industry sector and/or common workforce need
- Drive the planning and implementation process
- Committed to the partnership and help engage and recruit other employers
- Provide the cutting-edge of industry need and expectation in real time



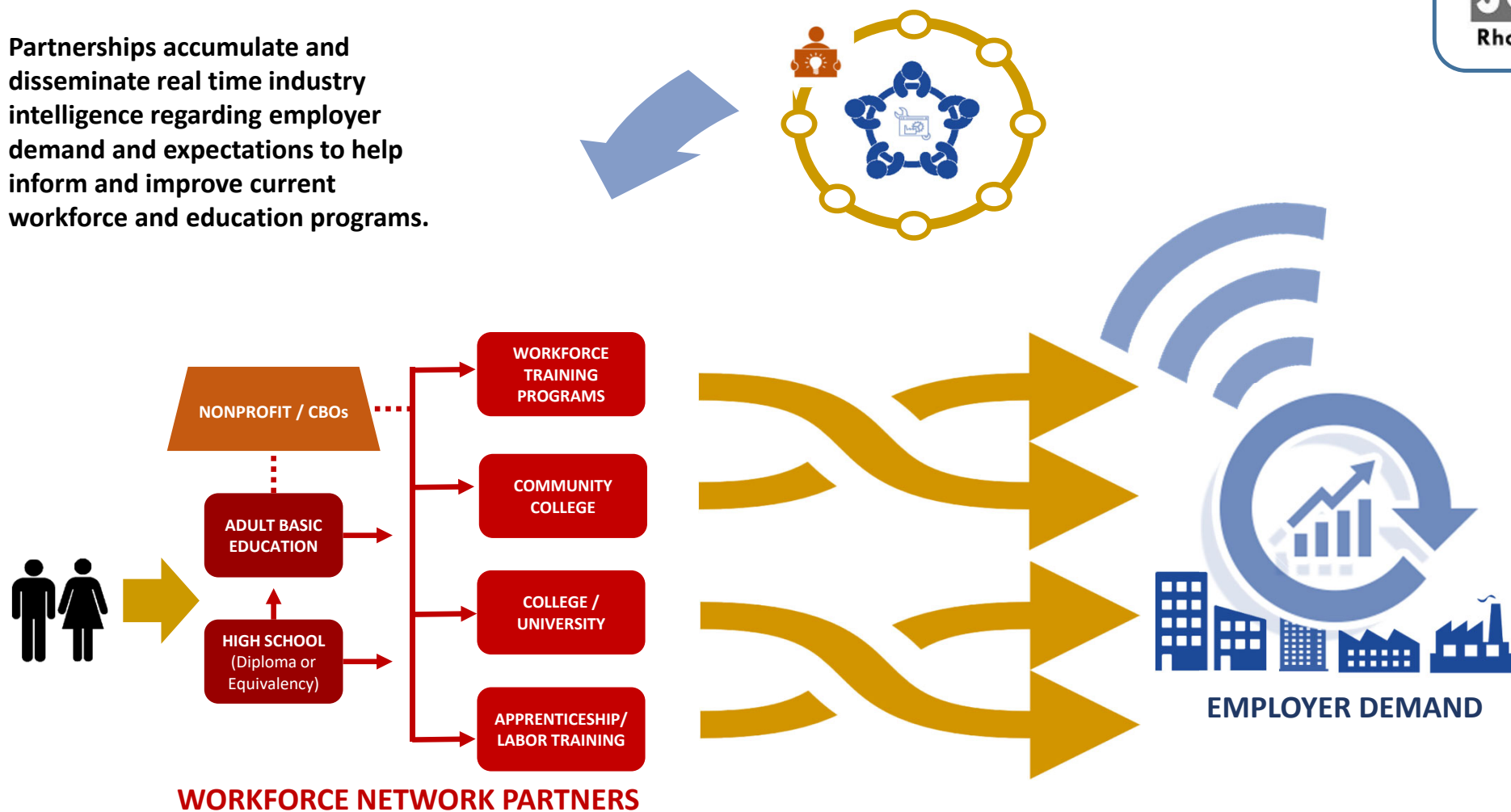
***Strategic  
Partners***

- High Schools, Colleges, Universities, and other Training and Education Partners
- Nonprofits, Community Based Organizations, Adult Education providers, Social Service Agencies to assist with recruitment, referral, pre-screening and support services
- State agencies to assist with administrative, legal, or regulatory matters



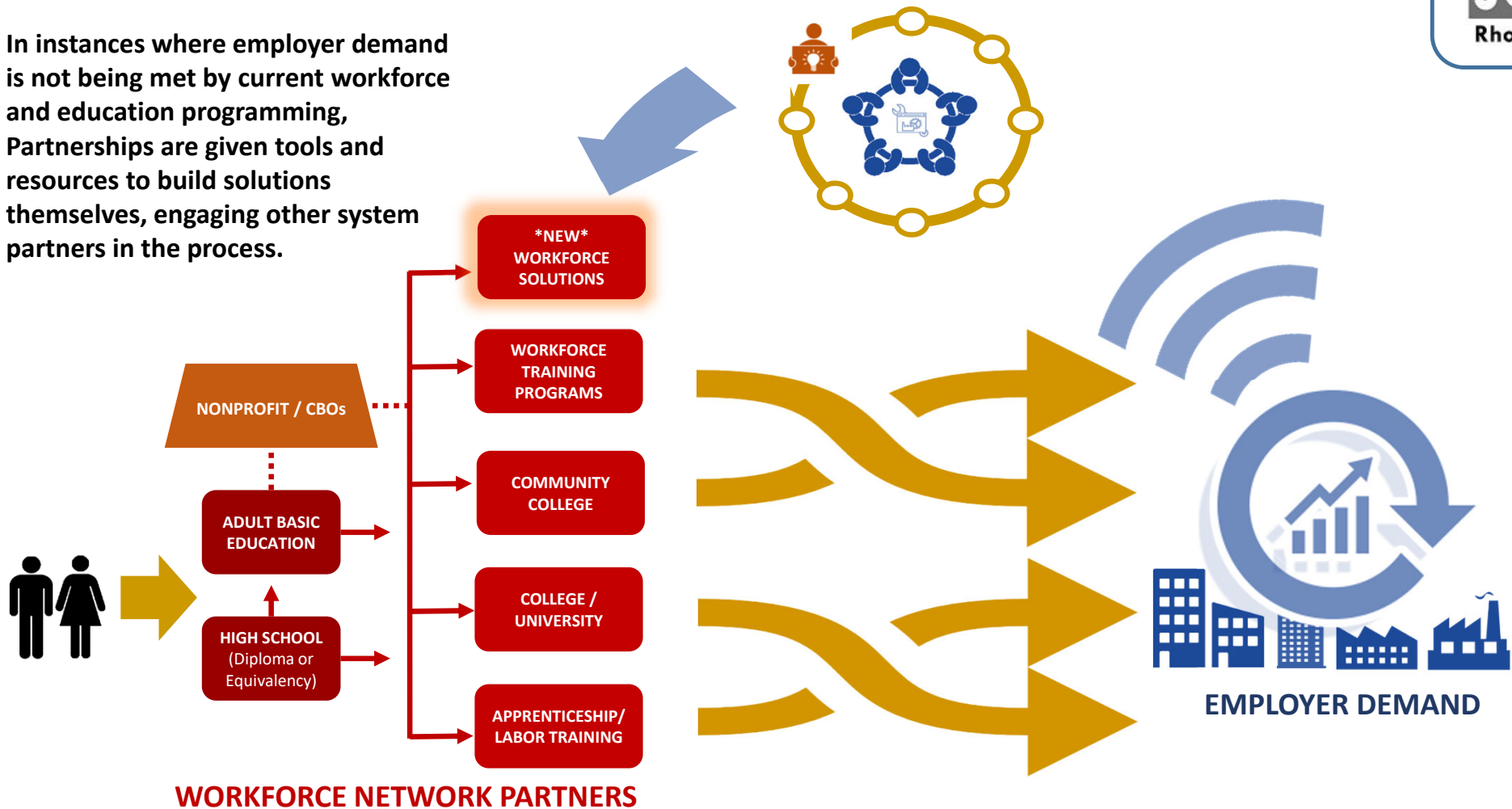
## PARTNERSHIP ROLE 1: Inform and Improve Current Programs

Partnerships accumulate and disseminate real time industry intelligence regarding employer demand and expectations to help inform and improve current workforce and education programs.



## PARTNERSHIP ROLE 2: Design and Develop New Programs

In instances where employer demand is not being met by current workforce and education programming, Partnerships are given tools and resources to build solutions themselves, engaging other system partners in the process.



## ***WHAT IT IS...***

- Driven by actual industry experience and data
- Collaborative, leveraging the knowledge and unique strengths of all of its partners
- Dynamic and nimble; responsive to shifting industry needs – ever changing to meet business demand
- Industry-wide; building immediate and/or long-term solutions to develop a skilled and responsive workforce to meet employer demand

## ***...WHAT IT ISN'T***

- Usual way of doing business
  - “Top Down” solution
- Customized training for one employer
- A new funding stream simply to support training and education without data and evidence to justify it

## AGENDA



- **Process Timeline**

## KEY DATES



Event	Target Date
Implementation Grant Solicitation Released	Tuesday, 1/22/19
Implementation Grant Pre-Proposal Conference	Tuesday, 2/12/19 at 1:00pm
Deadline for questions submitted to <a href="mailto:DLT.RealJobs@dlt.ri.gov">DLT.RealJobs@dlt.ri.gov</a> is Friday, 2/15/19 at 4:00pm	
Q&A's Posted	Friday, 2/22/19
Implementation Grant Proposals Due	Friday, 3/22/19 by 4:00pm
Review and Evaluation Period	3/25/19 – 4/10/19
Implementation Grant Awards Announced	Friday, 4/12/19
Performance Period Start Date	May 1 <sup>st</sup> 2019

- **Review of Implementation Grant Solicitation**



## THE BASICS:

- The Partnership
  - Applicant Group must be comprised of at least five industry or regional employers and at least two strategic partners
    - Identify the Lead Applicant
    - Identify the Convener (may or may not be the same as the Lead Applicant)
    - Identify the Fiscal Agent (may or may not be the same as the Lead Applicant)
- The Workforce Solution
  - Identify the Target Industry & Occupations
  - Identify the Workforce Solution(s) to be implemented, including;
    - A Strategy, a Plan and a Budget

## MAIN GOALS OF THE IMPLEMENTATION GRANT APPLICATION



- **Formally Establish the Real Jobs Rhode Island Partnership**
- **Implement the Initially Identified Workforce Solution(s)**  
(Or collaborate with a Grant Advisor to refine initial Solution)



## LEAD APPLICANT / CONVENER / FISCAL AGENT ROLES



### LEAD APPLICANT

- Implements/Oversees the Workforce Solution(s)
- Handles paper work and performance reporting for the grant
- May or may not be the Convener
- May or may not be the Fiscal Agent



### CONVENER

- An entity with credibility with employers
- Serves as unbiased 'project manager' for the partnership
- Leads the conversation while balancing interests of all parties
- Obtains and acts on employer and partner feedback



### FISCAL AGENT

- An entity with credibility with employers and partners
- Responsible for the partnership's expense reporting and the receipt and disbursement of funds
- Has the capacity to manage funds and maintain fiscal records

## ELIGIBLE LEAD APPLICANTS



### THE LEAD APPLICANT MAY BE:

- Employer
- Nonprofit / CBO
- Two and/or four-year institute of higher education
- Local Workforce Board
- Industry Association
- Labor Union
- Local Government
- Economic development entity

## FUNDING FOR IMPLEMENTATION GRANTS



- **Initial funding requests should not exceed \$150,000 (any requests exceeding \$150,000 must be accompanied by detailed justification).**
- **Grants funds are generally distributed on a reimbursement basis.**
- **The number of grants awarded will be determined by a competitive process and available funding.**
- **Proposed partnerships will be evaluated independently from accompanying Workforce Solution proposals and Partnerships may be formally established without an immediate funding award. In these instances, Partnerships will work closely with Grant Advisors to refine Workforce Solution proposals.**

## IMPLEMENTATION GRANT AWARDEES / REQUESTS FOR ADDITIONAL FUNDS



- **Implementation Grant Awardees will enter into a cooperative agreement with the Department of Labor and Training and will be recognized as a Real Jobs Partnership for a period of three years (through June 30, 2022), with an option to renew for an additional 2 years.**
- **During this contract period, the Partnership may request additional funds to expand, repeat, or introduce new training program activities, or other workforce solutions, consistent with their Comprehensive Plan (which must be developed during the first year of funding).**
- **Applications for additional funds are reviewed and approved based on a set of criteria, including but not limited to:**
  - Evidence of demand
  - The extent to which the proposal represents a sound strategy
  - The potential number of individuals trained or hired
  - The inclusion of clear and measurable performance goals
  - The Partnership's past performance
  - The availability of funds
- **Requests for additional funding may be submitted at any time and can generally be turned around within 30 days.**

# Questions?

- Please email your questions to [dlt.realjobs@dlt.ri.gov](mailto:dlt.realjobs@dlt.ri.gov)
- Deadline for questions is **Friday, February 15<sup>th</sup> at 4:00 p.m.**
- Response provided to all in a timely fashion
- Please check the FAQs at [www.dlt.ri.gov/realjobs](http://www.dlt.ri.gov/realjobs) before emailing your question. We will regularly post updates to the FAQs.

**For more information please go to:**

**[www.dlt.ri.gov/realjobs](http://www.dlt.ri.gov/realjobs)**